



Circular No. (04) of 2026

Regarding

Remote Work System in the Federal Government from Outside the UAE

To the kind attention of all Ministries and Federal Entities,

Greetings,

The Federal Authority for Government Human Resources (FAHR) would like to extend its best regards to you, wishing you continuous progress and success.

Pursuant to the issuance of the esteemed Cabinet Resolution No. (162) of 2025 concerning the Remote Work System in the Federal Government from Outside the State (UAE):

FAHR extends its gratitude for your diligent efforts in the recent period in mapping out the strategic work areas that are viable for remote work outside the State (UAE) that are pertinent to the functions of your respected entities. Based on the foregoing and with the aim of enabling ministries and federal entities to undertake the necessary measures to operationalize Cabinet Resolution No. (162) of 2025 in attracting international expertise and talent located outside the State (UAE) to fulfill their future and operational objectives and plans.

For this purpose, FAHR attach herewith a copy of the procedural guide pertaining to the aforementioned resolution for perusal and direction to the concerned parties within your entity to undertake the following:

1. As a first step, identify five (05) specialist positions within the strategic and high-priority domains that constitute the central functions and operations of your esteemed entity, based on its Establishment Law, organizational structure, and approved strategy, such that they are feasibly eligible for remote work outside the State (UAE) in accordance with the criteria set forth in the attached Resolution and its accompanying Guide.
2. The list of specialist positions that satisfy the required standards, capped at five positions, shall be forwarded to FAHR for verification and a recommendation to be approved by the Chairman of the Entity, in order to process their integration into the electronic system, with due attention to the following:



- A) Any position whose remote performance from outside the State (UAE) is not officially approved for any reason shall not be included in the electronic system.
- B) The number of employees who may be contracted from outside the State (UAE) under the provisions of the above system must not exceed five employees only.

FAHR stands fully ready to provide the necessary support to ministries and Federal entities pertaining to the enforcement of the Resolution and the accompanying procedural guide.

Thank you for your kind cooperation.

Best regards,



**The Federal Authority for Government Human
Resources (FAHR)**

Attachments:

- A copy of the Procedural Guide Regarding the Remote Work System in the Federal Government from Outside the UAE.

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